

## **HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE**

Minutes of the Special Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Monday, December 1, 2014 at 8:00 A.M., in meeting room 4C located on the fourth floor of the Administration Building.

**HR COMMITTEE MEMBERS PRESENT: Marsik, Duchac; Frohling, and Schmidt.**

**MEMBER EXCUSED: Greshay**

**ALSO PRESENT: Joseph Rains, Human Resources Director; Sarah Eske, Human Resources Analyst; James Mielke, Dodge County Administrator; Russell Kottke, County Board Chair; Patricia Ninmann, Sheriff; Brian Field, Highway Commissioner**

**Meeting called to Order by Marsik at 8:00 a.m.**

Roll call was taken. All members present.

Rains verified that the meeting was noticed in compliance with the Open Meetings Law.

Marsik asked if anyone present had any public comments. None

Rains stated that he asked Eske to check with surrounding Counties as to what the starting rates are for their positions equivalent to our Utility II/Truck Driver and our State or Highway Patrol positions. He explained that Columbia County's starting rate for entry-level workers is \$16.14 and for their Patrol workers the starting rate is \$17.91. He explained that in Washington County, all the entry-level positions are in one (1) classification and the starting wage is \$17.69. He explained that in Jefferson County, they also have one rate for their entry-level highway workers and the starting wage is \$17.12. Rains stated that Dodge County's starting rate for Utility II/Truck Driver is \$14.74 in labor grade 3 and the starting wage in labor grade 4 is \$16.66. Field stated that he has made an offer at labor grade 4, step 2, \$17.14 which is contingent upon the Committee's outcome today. Initially the candidate was not interested. However, after some thought, the candidate called him back and indicated he would be interested. Rains recommended that the Utility II/Truck Driver position be market rated and reclassified into labor grade 4. Rains also recommended that the existing employees in the Utility II/Truck Driver position be placed into the new labor grade at a step which provides an increase in pay and that their next step increase would take place at the date currently established for their performance evaluation and possible step increase.

Motion by Schmidt to approve the reclassification of the Utility II/Truck Driver position from labor grade 3 to labor grade 4 and to move the existing employees in this position into the new labor grade at a step which provides an increase in pay with no change to their next step increase date, effective today, December 1, 2014. Further clarification was provided that the motion moves only the Utility II/Truck Driver position from labor grade 3 to labor grade 4. Second by Duchac. Motion carried.

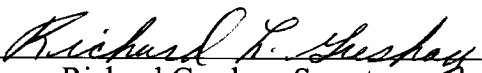
Future Meeting Dates and Times: Rains informed the Committee that the Sworn Union mediation would take place on January 7, 2015 at 10:00 a.m. Rains indicated that he would like Nancy Pirkey, Labor Attorney to attend an HR Committee meeting prior to the mediation,

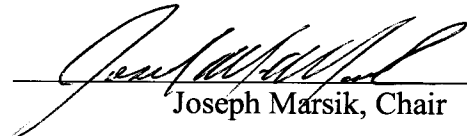
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and he will contact her to see if she is available on either December 9 or December 19 at 9:00 a.m. He indicated that if she can attend the meeting on December 19<sup>th</sup>, then there would be no need to hold a meeting on December 9<sup>th</sup>. Rains stated he will let Marsik know and will then send out an email if the meeting on December 9<sup>th</sup> can be canceled.

The next regular scheduled meetings of the Human Resources and Labor Negotiations Committee are **December 9, 2014 at 10:00 a.m. and December 19, 2014 at 9:00 a.m.** in room 4C of the Administration Building.

Meeting adjourned by order of the Chair at 8:17 a.m.

  
Richard Greshay, Secretary

  
Joseph Marsik, Chair

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.